

BELLEVUE EDUCATION ASSOCIATION
Tentative Agreement Summary – August 2019

OVERVIEW

BEA and BSD have reached a tentative agreement on a three-year Collective Bargaining Agreement. The BEA Executive Board and Bargaining Team have voted unanimously to recommend this agreement for ratification by the BEA membership. Please review the information below before the upcoming ratification vote at the General Membership Meeting on August 28th at 4:30pm at Odle Middle School.

Through a highly collaborative interest-based process, this bargain provided BEA and BSD with a unique opportunity to align our beliefs as separate entities and come together with key contract provisions and commitments that support resources and implementation of a shared vision for our students and schools. Guided by philosophy statements developed by the team, this new agreement has significant commitments to structures that will affect several critical areas, including:

- Distributed Leadership
- Racial Equity and Inclusion
- Professional Development
- Special Education
- Safety

An explanation of these structures and commitments will be presented at the General Membership Meeting on August 28th with time for questions. Please plan to attend!

The following is a summary of the major points of change within the contract beginning with major financial components, followed by an Article by Article breakdown of all major changes within the agreement.

FINANCIAL

2019 – 2020	2020 – 2021	2021 - 2022
2 % pay raise from IPD on base salary	Additional increase by IPD rate on base salary	Additional increase by IPD rate on base salary

With the implementation of the State Employee Benefits Board (SEBB) program, the \$1 Million dollars previously committed to defraying health care costs for the bargaining unit have been reallocated towards the membership in the following ways:

- Leadership stipends
- Dual Language Support Fund
- Paid Equity training for new hires
- Workload compensation for SPED staff
- National Certification stipend recognition for ESAs
- Paid collaboration time and professional development for Co-Teachers
- Activity Pay Schedule revisions and additions

AGREEMENTS BY ARTICLE

Article 2: Definitions:

- Updated to reflect current employee groups and contractual terminology

Article 5: Association Rights and Responsibilities

- Clarified access to buildings and employee information (partially in response to Janus)

Article 6: General Conditions of Employment:

- Added language regarding employee safety guarantees
- Added language clarifying communication responsibilities in student discipline
- Added reference to BSD Conflict of Interest Policy
- Added guarantees for ESA workspace
- Added definitions and clarifications regarding Co-teaching partnerships
- Added Intervention Assistance Protocol language to clarify communication process and guarantee timely response for student behavior, safety, and workload concerns
- Moved some sections into Article 7

Article 7: Workday and Workyear

- Added paid day of Equity Training for all new hires
- Clarified language to more accurately define “workday” and “workyear”
- Added workday flexibility for itinerant and departmental staff based on travel and work at multiple sites
- Modified schedule of Early Release Wednesday meetings – regular scheduling of building-based meetings on the second Wednesday of each month
- Beginning in 2020-2021 school year – 50% of building PD time will be focused on work driven by Professional Learning Communities (PLCs)
- Added language to clarify the four designated District PD days

Articles 8, 9, 10, and 11: Vacancies: Recruitment and Selection; Voluntary Transfer and Change of Assignment; Involuntary Transfer and District Departmental Reassignment; Assignment and Reassignment

- Advanced the deadline for filling vacancies and transfers by two weeks
- Open Transfer period will begin on the first Monday in February and close on the last workday of March
- Added language to allow employees to apply for transfer to vacancies that occur after May 1st
- Added language to clarify compensation for moving a classroom or changing grade levels

Article 12: Evaluation

- Cleaned up to align with changes from the state
- Educators on Focused evaluation can now remain on Focused for an additional two years
- Educators that are not evaluated on the TPEP system can now be on Focused evaluation
- Added option for Co-teachers to be co-observed, but still with separate evaluations
- Removed requirement to upload student growth documents and artifacts into Eval
- Itinerant/departmental staff only have second evaluator during comprehensive cycle

Article 13: Staffing

- Added Philosophy Statement on Staffing and Special Education
- Added caseload targets for Special Education

- Added language to provide flexibility for staffing based on student need
- Added that every effort will be made to minimize change in specialist staffing assignments
- Made specialists eligible for Remedy if they are the lead at more than one school
- Clarified Remedy language and possible Remedy options for SPED staff
- Updated references for leadership structure
- Changed the name of High Needs School funds to Focus School funds
- Made Focus School funds available to high schools
- Added language to clarify how schools who receive these funds will be selected

Article 17: Leaves

- Aligned language on Ceremony Leave, Bereavement Leave, and Leave Without Pay to align with other BSD contracts
- Ceremony leave can now be used for a travel day
- Removed specific reference to which family members Bereavement Leave can be used for
- Clarified that both parents are eligible for Childbirth/Adoption Leave
- Added Personal Leave limit of 30 classroom-based teachers on Fridays and before/after holidays
- Removed blackout days before and after holidays

Article 18: Administrative Leave and Adverse Action

- Renamed this article: “Allegations of Misconduct and Potential Adverse Actions”
- Added language to clarify and explain the Administrative Leave process

Article 20: Instructional Materials Policy

- Added focus on Equity in materials selection to “Goals and Principles” section
- Added new material definition to make adoption process more streamlined

Article 21: Professional Involvement

- Added Philosophy Statement on Leadership and Racial Equity
- Restructured the leadership model from PDC language to a new distributed leadership model
- Added Racial Equity and Inclusion teams at every building and clarified responsibilities
- Added distributed leadership teams at every building and clarified responsibilities
- Added distributed leadership teams for specific district departments
- Added stipends for members of leadership teams, separate from existing Leadership Funds
- Updated name of Vocational Advisory Councils to CTE Advisory Committees
- Moved IDEA release day references to Article 22

Article 22: Basic Salary Schedule and Pay

- Renamed this article: “Compensation”
- Memorialized MOU on BA 135 earned after 1/1/1992
- Added language to give ESAs experience credit at 1:1 rate for applicable work experience
- Removed extraneous placement language that is no longer applicable
- Allowed people in process of National Board for Professional Teaching Standards certification to apply for salary credit regardless of status of their application
- Updated language to reflect the new salary schedule structure created in 2018 Salary Bargain
- Updated language on credit retrieval compensation to reflect current practice
- Updated the Negotiated Rate to \$30.38 per hour (2% increase)
- Updated language on pay for supplemental work to clarify that previously called out hours of work are now considered professional responsibility and not attached to specified hours
- Added compensation and time for Special Education and Co-teaching partnerships

- Added language to clarify the four required days bargained in 2018
- Added language to clarify the 3.5 optional days bargained in 2018
- Added language to allow Secondary counselors to collectively designate the day for their additional work before the school year
- Clarified and aligned all additional hours for elementary level staff
- Clarified and aligned all additional hours for ESA and SPED staff
- Implemented MOU language on pay for class coverage
- Added \$3000 National Board Licensure stipend for ESAs who are not eligible for NBPTS – including Psychologists, SLPs/Audiologists, Social Workers, PTs, OTs, and Nurses
- Made IDEA days available to all ESA and SPED staff
- Increased SPED additional workdays from 16 to 32 hours
- Clarified language on in-building relocation moves
- Moved up the notification dates for posting of summer school positions by one month

Article 23: Pay Warrants

- Added pay for Equity Training for new hires, beginning in 2020-2021
- Added August pay warrant for new hires, beginning 2020-2021
- Updated language for a December pay warrant

Article 24: Activity Assignments and Pay

- Increased the current Activity Schedule by 2%
- Committed additional \$125,000 to updated Activity Schedule, to be revised by an MOU committee by October 2019

Article 25: Insurance

- Continued status-quo through December 31st, 2019
- Added language on the implementation of SEBB on January 1st, 2020
- District and Association will negotiate full SEBB implementation by October 31st, 2019
- Moved \$1 Million into other BEA investments

Article 26: Substitutes

- Updated rates and removed automatic indexing connected to base salary
- Created a “Limited Contract Substitute” position, monitored through Meet & Confer

MEMORANDA OF UNDERSTANDING

The following MOUs have been kept, modified, or added for the duration of the new agreement as noted.

Regarding the Modified Work Week: Incorporated into the CBA

Regarding Professionalism in the Workplace: Renewed

Regarding the use of Interest Based Strategies: Renewed

Regarding Material and Equipment Support: Renewed

Regarding Supports for WaKIDS Requirements in Kindergarten: Revised to include 3 waiver days for family connections meetings, additional compensation if needed for family connection meetings, and release time or compensation as needed for data entry

IDEA in half day increments: Incorporated into CBA

Implementation of Leadership Teams MOU: Outlines timelines and compensation for implementation of new distributed leadership teams

Elementary Computer Science Planning/PLC MOU: Clarifies support for Professional Learning Communities at elementary Title schools as related to the creation of Computer Science Specialists

Article 24 Activity Pay Committee MOU: Commits \$125,000 in dedicated funds to revise and update the Activity Pay Schedule

Dual Language & Immersion Program Staff Supports MOU: Commits \$60,000 in dedicated funds to support staff in Dual Language & Immersion program positions

CALENDAR SUMMARY

- The negotiated calendars are for four years even though the contract is for three years – the impact is that we will not have to wait on a calendar when the contract is renegotiated in the spring of 2022.
- The start dates are selected to maximize student attendance that is important for enrollment counts and funding. The first day of school will not be any later than Sept. 4, and the last day of school will not be any later than June 23 for all four years (emergency days excluded).
- Professional development day in October is a required day. Employees who attend outside of the District professional development on Saturday are not required to attend Friday District PD. Documentation of attendance at PD provided outside of the District on either Friday or Saturday must be provided to BSD.
- Elementary conference days were added for October. These days follow the same Wednesday early release schedule for elementary schools. Secondary school schedules remain unchanged for these dates.
- Potential make-up days for snow (Unpaid professional day in January and March PD day) would be used first if snow closures happen before each of these dates. June make-up days would be used next.

Important Contractual Dates and Deadlines

Description	2019-2020	2020-2021	2021-2022	2022-2023
Novice Orientation (Required for 1 st year teachers, per diem pay, no leave)	August 19	August 17	August 16	August 15
New Employee Orientation (Required for all new employees, per diem pay, no leave)	August 20	August 18	August 17	August 16
New Employee Equity Training (Required for all new employees, per diem pay, no leave)	N/A this year	August 19	August 18	August 17
Professional Day Special Ed and ESA (Optional, per diem pay rate, no leave provisions)	August 27	August 28	August 26	August 26
Professional Day All Staff	August 28	August 31	August 27	August 29

(Required, per diem pay, leave provisions apply)				
Professional Day All Staff (Required, per diem pay, leave provisions apply)	August 29	September 1	August 30	August 30
Labor Day – No School Staff and Students	September 2	September 7	September 6	September 5
Professional Day All Staff – Staff Directed (Optional, per diem pay, no leave provisions)	September 3	September 2	August 31	August 31
First Day of School Grades Preschool and Grades 1-12	September 4	September 3	September 1	September 1
First Day of School Kindergarten	September 9	September 9	September 7	September 7
Reserved for Building PD	September 11	September 16	September 15	September 14
Restricted Afternoon/Evening Events	September 19	September 17	September 23	September 22
Reserved for District PD (Optional, per diem pay)	September 25	September 30	September 29	September 28
Restricted Wednesday	October 2	October 7	October 1	October 5
Reserved for Building PD	October 9	October 14	October 13	October 12
Professional Day All Staff (may work out of district) (Required, per diem pay, leave provisions apply)	October 11 or 12	October 9 or 10	October 8 or 9	October 14 or 15
Elementary Conference Early Release	October 14, 15, 16	October 12, 13, 14	October 11, 12, 13	October 17, 18, 19
Reserved for District PD (Optional, per diem pay)	October 30	October 28	October 27	October 26
Restricted Wednesday	November 6	November 4	November 3	November 2
End of 1 st quarter	November 6	November 9	November 5	November 7
Veterans Day Holiday – No School Staff and Students	November 11	November 11	November 11	November 11
Reserved for Building PD	November 13	November 18	November 10	November 9
Secondary 1 st quarter grades due by 5:00 pm	November 15	November 16	November 12	November 16
Thanksgiving Holiday – No School Staff and Students	November 28 and 29	November 26 and 27	November 25 and 26	November 24 and 25
Reserved for Building PD	December 11	December 9	December 8	November 30
Reserved for District PD (Optional, per diem pay)	December 18	December 16	December 15	December 14
Last day to turn in draft TPEP Student Growth Goals to evaluator for Elementary and Yearlong Secondary (optional)	December 20	December 18	December 17	December 16
Winter Break – No School Staff and Students	December 24 to January 3	December 21 to January 1	December 20 to January 3	December 19 to January 2
Restricted Wednesday	January 8	January 6	January 5	January 4

Reserved for Building PD	January 15	January 13	January 12	January 11
MLK Holiday – No School Staff and Students	January 20	January 18	January 17	January 16
End of 1 st Semester	January 24	January 28	January 27	January 27
Professional Day All Staff (No students all levels) (Optional, unpaid, grading/report writing)	January 27	January 29	January 28	January 30
Secondary grades in system; Elementary reports due for distribution by 5:00 pm	January 31*	February 5*	February 4*	February 6*
Restricted Wednesday	February 5	February 3	February 2	February 1
Reserved for Building PD	February 12	February 10	February 9	February 8
Mid-Winter Break – No School Staff and Students	February 17 to 21	February 15 to 19	February 21 to 25	February 20 to 24
TPEP Final Student Growth Goals due to evaluator for Elementary and Yearlong Secondary. Last day to turn in draft TPEP Student Growth Goals for secondary semester long courses	February 28	February 26	February 28	February 28
Restricted Wednesday	March 4	March 3	March 2	March 1
Reserved for Building PD	March 11	March 10	March 9	March 8
Professional Day All Staff (Required, per diem pay, leave provisions apply)	March 20*	March 19*	March 18*	March 17*
TPEP Final Student Growth Goals due to evaluator for Secondary semester long courses	March 31	March 31	March 31	March 31
Restricted Wednesday	April 1	April 7	April 6	April 5
Reserved for Building PD	April 8	April 21	April 20	April 19
End of 3 rd Quarter	April 10	April 9	April 19	April 20
Spring Break – No School Staff and Students	April 13 to 17	April 12 to 16	April 11 to 15	April 10 to 14
Secondary 3 rd quarter grades due by 5:00 pm	April 24	April 23	April 28	April 28
Reserved for District PD (Optional, per diem pay)	April 29	April 28	April 27	April 26
TPEP Student Growth Measures due to evaluator for Elementary and Yearlong Secondary.	April 30	April 30	April 29	April 28
Restricted Wednesday	May 6	May 3	May 4	May 3
Reserved for Building PD	May 13	May 10	May 11	May 10
2 nd Observation Written Feedback to Educator TPEP Student Growth Measures due to evaluator for Secondary semester long courses	May 11	May 17	May 16	May 15
Memorial Day Holiday – No School Staff and Students	May 25	May 31	May 30	May 29
Restricted Wednesday	June 3	June 2	June 1	June 7
Reserved for Building PD	June 10	June 9	June 8	June 14
Year End Evaluation to Educator	June 12	June 16	June 15	June 14
Last Day of School	June 19	June 23	June 22	June 21
Secondary grades in system; Elementary reports due for distribution by 5:00 pm	June 22	June 24	June 23	June 22
Emergency Make-up Days	January 31 March 20 June 22 June 23	February 5 March 19 June 24 June 25	February 4 March 18 June 23 June 24	February 6 March 17 June 22 June 23